GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Labour, Factories, Boilers & Insurance Medical Services Department – The Andhra Pradesh Industrial Employment (Standing Orders) Rules,1953 Amendment – Preliminary Notification– Orders –Issued.

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LABOUR FACTORIES BOILERS & INSURANCE MEDICAL SERVICES (LABOUR.II) DEPARTMENT

G.O.Ms.No. 21 Dated.30.10.2025

Read the following:

1. The Andhra Pradesh Industrial Employment (Standing Orders) Rules, 1953.
2. From the Secretary to GOI, Min. of Labour & Employment, New Delhi Lr.D.O.No.S-12011/1/2016-IR(PL),Dt.08.10.2018.
3. From the Commissioner of Labour, AP, Lr. No.G/9933818/2025, Dt.05-02-2025.

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**ORDER:**

Government, after careful examination of the proposal in the letter third read above, the following Preliminary Notification published in the Andhra Pradesh Gazette, dated: 30.10.2025.

PRELIMINARY NOTIFICATION

In exercise of the powers conferred by sub-section (1) of Section 15 of the Industrial Employment (Standing Orders) Act, 1946 (Central Act No. 20 of 1946), it is proposed to make the following amendment to the Andhra Pradesh Industrial Employment (Standing Orders) Rules, 1953, which is hereby published for general information.

2. Notice is hereby given that, the said draft amendment will be taken into consideration by the Government on or after expiry of thirty (30) days from the date of publication of the Notification in the Andhra Pradesh Gazette and that, any objections or suggestions which may be received from any person, with respect thereto within the aforesaid period may be taken into consideration by the Government of Andhra Pradesh.

3. The objections and suggestions, if any should be addressed to the Commissioner of Labour, Andhra Pradesh, Vijayawada through the mail address:commroflabour.ap@gmail.com

**AMENDMENTS**

**In the said Rules:**

1. after Rule 3, the following rule shall be inserted, namely:-
"(3A) No employer of an industrial establishment shall convert the posts of the permanent workmen existing in their industrial establishment on the date of commencement of The Andhra Pradesh Industrial Employment (Standing Orders) Amendment Rules, 2025 as fixed term employment thereafter."

2. In rule 5, after the item (d) of clause 3, the following shall be added, namely:-

"(e) fixed term employment ”

3. In schedule-I

i. in paragraph 2, after item (g), the following shall be added, namely:-

"(h) fixed term employment workmen"

A "fixed term employment workmen" are workmen who have been engaged on the basis of written contract of employment for a fixed period:

Provided that-

a. Their hours of work, wages, allowances and other benefits shall not be less than that of a permanent workmen; and
b. They shall be eligible for all statutory benefits available to permanent workmen proportionately according to the period of service rendered by them even if their period of employment does not extend to the qualifying period of employment required in the statute".

4. In schedule-I, after paragraph 11, the following shall be inserted, namely-

"11A. Subject to the provisions of the Industrial Disputes Act, 1947(Act.No.14 of 1947).

i. No workmen employed on fixed term employment basis as a result of non-renewal of contract or employment or on the expiry of such contract period without it being renewed, shall be entitled to any notice or pay in lieu thereof, if their services are terminated:

Provided that the services of temporary workmen shall not be terminated as a punishment unless they have been given an opportunity of explaining the charges of misconduct alleged against them.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

M.V. SESHAGIRI BABU
SECRETARY TO GOVERNMENT

To
The Commissioner of Printing Stationery & Stores Purchase, Vijayawada.
(With a request to publish the said Notification and supply 100 copies to the Commissioner of Labour, AP, Vijayawada.)
The Commissioner of Labour, AP, Vijayawada.
Copy to:
The P.S. to Secretary to Hon'ble Chief Minister.
The P.S. to Hon'ble Minister(LFB&IMS)
The P.S. to Secretary to Govt., LFB & IMS Department.
The Law Department.
Sf/Sc.

//FORWARDED::BY ORDER//

SECTION OFFICER